

## **House Subcommittee on Education Finance: Administrator Salary Allocations**

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**Presented by:**

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### **What is a CAS?**

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- CAS = Certificated Administrative Salaries
- Districts receive money for administrators based on a formula. The formula is not related to actual salaries.
- Certificated administrative staff unit salary allocations are calculated using the school district's average certificated administrative salary as developed by the LEAP committee

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## **What is a CAS? cont'**

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- The 2003-04 CAS unit salary maintenance allocation was determined by multiplying the district's formula generated CAS units by the district's certificated administrative average salary shown on LEAP 12E
- There was no CAS unit salary increase for 2003-04, due to the suspension of I-732

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## **Historical Perspective: Administrative Salary Driver**

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- Prior to 1987 districts were allocated funds based on 50 certificated staff per 1000 student FTE – this included both teachers (CIS) and administrators (CAS)
- Starting in 1987-88 – 46 CIS and 4 CAS per 1000 student FTE
- After the modification, 252 districts had equalized CIS beginning salaries but no districts had the same CAS allocation
- No rationale was given for the variance

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# State administrator apportionment formula staff allocations are not uniform



2003-04 Apportionment Formula Salary Allocation Per Certificated Administrator Versus Actual Average Cert. Administrator Base Salaries Of Selected Districts

School District	Student FTE Enrollment	State LEAP 12E Salary Allocation Per Admin FTE	Percent Of State Average Admin Salary Allocation	Actual Average Admin Base Salary	State Allocation As A % Of Actual Avg. Base Salary
<b>Enrollment over 20,000</b>					
Seattle	43,941	52,952	101.1%	88,153	60.1%
Tacoma	30,802	49,721	95.0%	93,205	53.3%
Spokane	29,635	50,250	96.0%	79,042	63.6%
<b>Enrollment 10,000 to 19,999</b>					
Highline	16,895	55,193	105.4%	86,645	63.7%
Bethel	15,844	52,873	101.0%	83,837	63.1%
Kennewick	13,553	48,474	92.6%	76,979	63.0%
<b>Enrollment 5,000 to 9,999</b>					
Shoreline	9,512	55,763	106.5%	89,259	62.5%
Richland	9,201	51,995	99.3%	90,037	57.7%
Mead	8,117	47,789	91.3%	81,959	58.3%
<b>Enrollment 1,000 to 4,999</b>					
University Place	4,996	48,400	92.4%	84,495	57.3%
Camas	4,121	57,580	110.0%	84,498	68.1%
Mercer Island	3,990	55,859	106.7%	90,889	61.5%
Wahluke	1,489	61,306	117.1%	80,617	76.0%
Lowest (of all dist)		Evaline \$30,583	58.4%	\$42,821	71.4%
Highest (of all dist)		Harrington \$74,541	142.4%	\$86,230	86.4%
State Average		\$52,363	100.0%	\$83,394	62.8%

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# CAS Cost of Living Adjustments Overtime



- In 1987, for each FTE admin. Unit, Skykomish received \$65,000 and the nearby Index received \$25,000
- Lower cost of living adjustment for admin in 1990 and 1991 (4% for CIS, 2.5% and 3.0% for admin)
- Subsequent reductions in state CAS 1993 (10% reduction) and 1995 (4.9% reduction)

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## CAS Cost of Living Adjustments Overtime cont'



- Cumulative CAS reduction 1993-1995 = 15.4%
- Certificated Admin State Salary Increase compared with IPD and CPI 1987-2003
  - CAS-COLA = 23.4%
  - IPD = 50.9%
  - CPI = 74.6%

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## 2002-03 Actual Average Admin Salaries



### 2002-03 General Apportionment Program Certificated Staff State Formula Salary Allocations Versus K-12 System Actuals

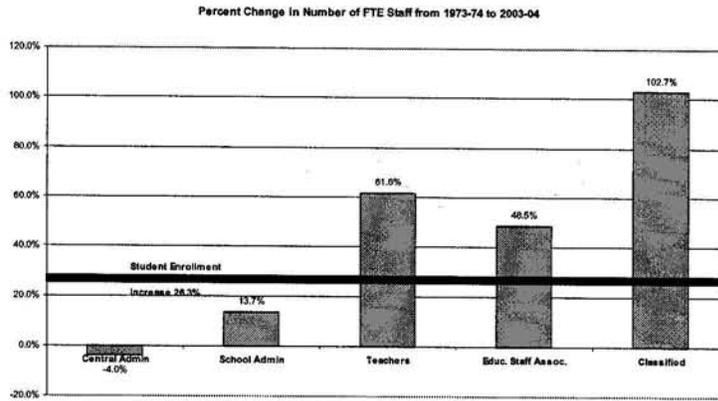
	State Formula Allocated	K-12 Actual	Difference	Allocated As A % Of Actual
Certificated Administrator FTEs	3,833	3,387	-445	113.1%
Average Salary Per FTE	\$52,363	\$83,394	\$31,031	62.8%
<b>Total Cert. Admin Expense **</b>	<b>\$219,854,147</b>	<b>\$309,459,068</b>	<b>\$89,604,921</b>	<b>71.0%</b>

\*\* Total Certif. Admin Expense includes mandatory fringe benefits rate 9.55%.

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## Staffing Trends- 30 Years

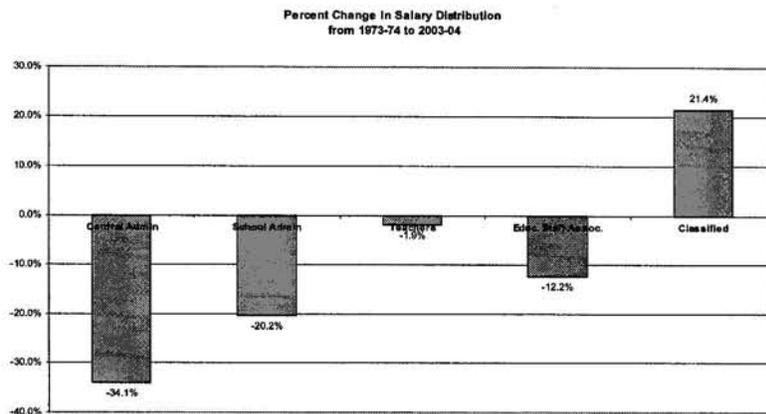


Source: OSPI - School District Personnel Summary 2003-04- Preliminary

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## Change in Salary Distribution Over 30 Years



Source: OSPI - School District Personnel Summary 2003-04- Preliminary

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## **Matrix of Superintendent Responsibilities**

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- Leadership and District Culture
- Policy and Governance
- Communications and Community Relations
- Organizational Management
- Curriculum Planning and Development
- Instructional Management
- Human Resource Management
- Values and Ethics of Leadership

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## **Challenges & Responsibilities Increase**

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- Each new federal, state and local regulation must be interpreted and implemented.
- New higher standards for students, additional accountability and the need to design systems to prepare all teachers to help
- Demands of aging facilities, increased enrollments require more classrooms.
- Emerging technology needs for offices, classrooms and students.
- Working more closely with law enforcement and communities to provide safe schools.

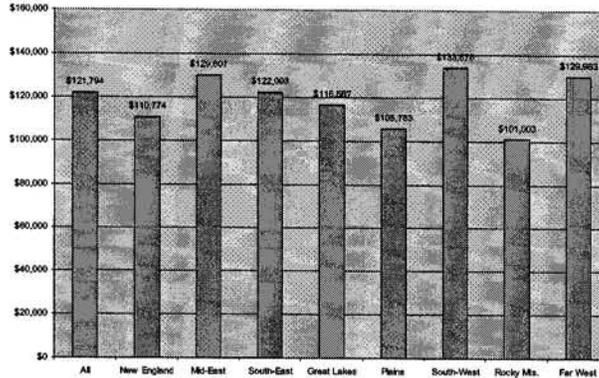
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# National Statistics: Salaries by Region 2001-02



Supt. Salaries - Net1 by Region



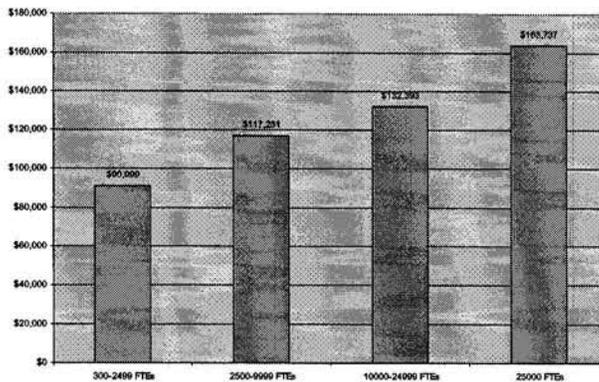
Source: ERS- Salaries and Wages Paid Professional and Support Personnel in Public Schools 2001-2002

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# National Statistics: Salaries by Dist. Size 2001- 02



Supt. Salaries - National Avg.



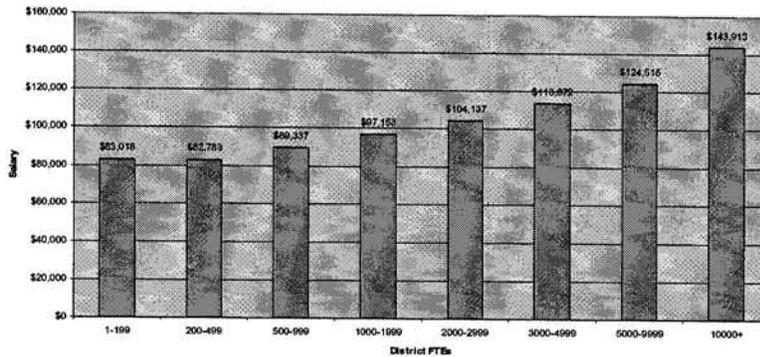
Source: ERS- Salaries and Wages Paid Professional and Support Personnel in Public Schools 2001-2002

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# Washington Supt. Salaries By District Size 2003-04



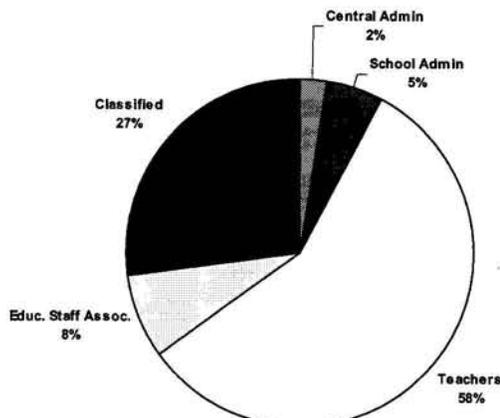
Median Superintendent Salaries 2003-04  
SIRS Salary Survey - 74% of Districts Reporting



Source: SIRS - Leadership Information - Summer 2003

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# Salary Distribution 2003-04



Source: OSPI - School District Personnel Summary 2003-04- Preliminary

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## Possible Solutions

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- Provide across-the-board COLA increases
- Bring all CAS distribution units to the highest allocation
- Include the Certificated Administrator Salary driver in your review of all state salary drivers – (possible regional COLAs and/or market-basket approaches?)
- Fold compensation issues into a comprehensive review of K-12 finance

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